Initial situation

Analysis of the existing situation
Definition of benchmarks with similar companies: counting of vehicles, counting of passengers, employee surveys, focus groups, Mobil Check I and II.

Costs

Workload

Benefits for the company
Survey of the mobility behaviours as a first step towards the definition of adequate measures of enterprise mobility management and to assess the success of initiatives; awareness raising among employees

Benefits for employees
Customized mobility management where different measures have different benefits; possibility to express one’s own needs

Implementation

1. Selection
During the consultation, definition of the data collection methods and the degree of data processing

2. Preparation
Preparation of the analysis methods (with external support)

3. Execution
Analyses are performed

4. Analysis
Conclusions are drawn based on the results obtained (with external support)

Peter Mayer, Mobility manager:
The employee survey carried out with the Mobil Check tool has provided us with valuable information on potential actions and the needs of our employees. Thanks to this information, we have been able to define and implement measures that were specifically designed for SFS.
SFS/CH
Creation of specific functions
A mobility manager or mobility team is appointed.

Costs

Workload

Benefits for the company
Clearly defined responsibilities, tasks, contact persons

Benefits for employees
A port of call for all issues related to mobility

Burkhard Mangold, Mobility manager: The mobility manager or mobility team should be able to devote some of their working time to this issue. This is also explained in the job description and is communicated to all employees.

Zumtobel/AT

Implementation

1. Definition of functions
Description of the role of mobility manager/mobility team (including decision-making powers)

2. Legitimization
Approval from the management

3. Appointment
Appointment of a mobility manager/creation of a mobility team

4. Information
Internal communication on the mobility manager/team, clarifying the roles, tasks and benefits for the company
Effectiveness checks

Introduction of a control system

Definition of how the effectiveness of the enterprise mobility management is assessed (counting of vehicles, surveys, etc.).

Benefits for the company
The effectiveness and efficiency of the implemented measures is ensured.

Benefits for employees
The continuity and improvement of the initiatives is ensured; transparency and meaningfulness.

Pascal Grosskopff, Mobility manager: Twice a year, we do a vehicle counting: the first time on the first Tuesday in November and then of the first Tuesday in June. We try to choose weeks without holidays.

Blum/AT

Costs

Workload

Implementation

1. Selection
Selection of the adequate assessment method for each measure (before implementation)

2. Definition of Dates
Setting of a recurring date for the effectiveness checks (such as the first Tuesday in November)

3. Execution
Execution of effectiveness checks

4. Information
Internal (and external, if appropriate) communication of the results
Integration in existing systems and processes

Integration in target systems and processes
Inclusion of mobility management in the company guidelines, environmental and health management systems, etc.

Benefits for the company
Synergies are developed, and duplication is avoided

Benefits for the employee
Strengthening of existing systems

Daniel Oehry, Mobility manager:
We should clearly explain to the management that we don’t need to reinvent the wheel. What we need to do is to create synergies with already existing activities.

Hilti AG/LI

Implementation

1. Listing
Creation of a list of target systems and processes

2. Integration
Integration in existing target systems, processes, quality systems, company health management systems, etc.

3. Information
Internal and external communication
Introduction of flexible forms of work

Creation of opportunities for workers to work from home on specific days.

Benefits for the company
Reduction of private transport: less parking problems, less congestion costs and conflicts with residents or the local administration; higher employee satisfaction

Benefits for employees
Flexibility, time and cost savings

Implementation

1. Decision
The decision is made with the management and the Human Resource department

2. Explanation
Employees are informed of the opportunity to work from home and pending questions are clarified

3. Agreement
The home office contractual agreement is drawn up (for instance, definition of a specific day of the week)

4. Assessment
Individual interviews are carried out to assess the success of the measure

Costs

Workload

Martin Reis, Mobility manager:
Fixed home office days for employees who have a long commute relieve both employees and the transport system.
Energieinstitut Vorarlberg/AT
Development of an information and motivational package

Integration in the standard employee induction and training process: information materials, free trial tickets for public transport, test bikes, etc. This is particularly relevant for apprentices, but also in case of change of department, change of site, etc.

Benefits for the company
This important moment in the life of the new employee is used to the company’s advantage. Newcomers are more open to try new things than people who have already settled in a routine.

Benefits for employees
Alternative mobility options are presented and offer the opportunity to break routines and prejudices. If employees change their mobility habits on the long term: cost savings vs. driving a car.

Implementation

1. Composition
Creation of the mobility package with local public transport providers and the municipality (such as free trial tickets, timetables, bicycle maps, gadgets, etc.)

2. Distribution
The mobility package is given to employees during a personal interview (this includes the customized travel plan)

3. Assessment
The review of the achieved results is integrated in the personal interview with the employee

Gerhard Berlinger, Mobility manager: New employees usually do not have a predefined idea of how to get to work every day, so it is easier to motivate them to use sustainable means of transport.

Haberkorn/AT
Introduction of a parking management system

The use of parking spaces by employees is subject to specific criteria (distance from the workplace, available mobility alternatives) and/or the payment of a parking fee. The measure can motivate people to cycle, walk, use public transport or car-pooling systems more often.

Benefits for the company
Reduction of private transport; less parking problems, less congestion costs and conflicts with residents or the local administration

Benefits for employees
According to how it is designed, the parking management system can reward employees who do not drive to work (for instance, with a mobility bonus)

Implementation

1. Definition
   • Identification of the goals to be achieved with a parking management system
   • Benefits for the company

2. Preparation
   • Which groups of people are the target of the parking management system?
   • Which ones are not, and why?
   • What are the applied principles?

3. Development
   • Assignment of parking authorizations
   • Tariff levels
   • Control and sanction mechanisms
   • Use of revenues

4. Implementation
Introduction of the parking management system and periodic assessment

Hasler Helmut, Managing director: By having a parking management system, we are able to practice our guiding principles. In future, only environmentally friendly companies will be able to stay on the market. 20 years of mobility management at our company show that this approach can be successfully implemented by enterprises.

Franz Hasler AG/LI
**Incentive and reward system: “Ecopoints”**

Introduction of an incentive and reward system (such as Ecopoints) Employees are encouraged daily to choose active and environmentally friendly ways to reach their workplace. Benefits: updated overview of the mobility behaviours adopted in the company; the system can be implemented in combination with the time recording system.

### Costs

- ○ ○ ○

### Workload

- ○ ○ ○

**Benefits for the company**

Reduction of private transport; less parking problems, less congestion costs and conflicts with residents or the local administration; health improvement of employees and stronger identification with the company.

**Benefits for the employee**

Employees are rewarded with prizes, sense of community, health improvement (cycling, walking) and cost savings vs. driving.

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Gerhard Berlinger, Mobility manager: The combination with the time recording system means that we can raise our employees’ awareness on the importance of sustainable mobility every day.

Haberkorn/AT

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**Implementation**

1. **Check**

   The possibility to implement ecopoint touchscreens is double checked with the responsible functions (HR department, in-house technicians).

2. **Choice of supplier**

   Collection of offers from ecopoint system providers and choice of supplier.

3. **Introduction**

   Installation, provision of information and instructions to employees.

4. **Assessment**

   Periodic controls through computer-based evaluations.
**Free trial tickets**

Provision of free trial tickets

Free public transport tickets are provided to employees: this gives them the chance to test their public transport connections for one or two weeks.

**Benefits for the company**

Free trial tickets are a good opportunity to test the bus and train connections. They are the first step to change mobility behaviours and possibly overcome any fears that employees might have. If employees change their mobility habits on the long term: reduction of private transport; less parking problems, less congestion costs and conflicts with residents or the local administration.

**Benefits for employees**

Alternative mobility options are presented. These may change consolidated mobility behaviours and help to overcome any prejudice against public transport. If employees change their mobility habits on the long term: cost savings vs. driving a car.

Daniel Oehry, Mobility manager:

Free trial tickets are particularly effective if they are provided when there are long-term limitations to traffic, such as closed roads because of building sites.

Hilti AG/LI

**Implementation**

1. **Organisation**

   The initiative is organized in cooperation with the local public transport providers.

2. **Motivation**

   Employees are informed on the availability of free trial tickets and motivated to participate in the initiative.

3. **Distribution**

   Distribution of free trial tickets.

4. **Assessment**

   Assessment of results (number of free trial tickets that have handed out, number of employees who have subsequently purchased a monthly/yearly ticket.)
Financial support
The employer pays or gives a contribution for the purchase of the public transport card required for the commute.

Benefits for the company
Reduction of private transport; less parking problems, less congestion costs and conflicts with residents or the local administration

Benefits for employees
Tax benefits on commute costs, with the possibility of a private upgrade; cost savings vs. driving

Implementation

1. Research
Identification of the available job ticket offers and products at the local association for public transport

2. Definition
Who is eligible and under what conditions? What is the amount of the financial support given by the employer? How is the operational execution organized?

3. Advertising
Information is provided through adequate channels

4. Assessment
How many people use the job ticket? Does the number of users match the expectations? If not, why? Is the ticket actually used by those who have it?

Fabiola Vallaster, Mobility manager: We finance the purchase of job tickets to promote healthy and environmentally friendly means of transport and reduce the mobility costs of our employees.
State hospital Feldkirch/AT
Planning of meeting times

Internal and external meeting times are organized based on the public transport timetables, and information on public transport connections are provided.

Benefits for the company
Reduction of private transport; less parking problems, less congestion costs and conflicts with residents or the local administration; promotion of cycling; health improvement of employees

Benefits for employees
Possibility to commute using public transport or car-pooling systems, cost savings vs. driving

Implementation

1. Research
The arrivals and departures timetables of the means of transport that reach the company are collected

2. Integration
The Staff regulation mentions that meeting times are planned based on public transport timetables

3. Change
The company culture related to meetings is changed (inclusion of local transport timetables in the agenda, unusual start times, etc.)

Markus Zimmermann, Vice-director/Head of services: Starting a meeting at 9:07 instead of 9 draws attentions and becomes a topic for discussion. This raises awareness on sustainable mobility.
AREG St. Gallen/CH
Promotion of car-pooling systems

Car-pooling solutions are promoted by providing contacts, web platforms, apps, incentives (such as reserved parking spaces, vouchers for car wash services) and by relieving any fears among employees, for instance with temporary car-pooling experiments.

Benefits for the company
Reduction of private transport; less parking problems, less congestion costs and conflicts with residents or the local administration; contacts between employees from different departments

Benefits for employees
Cost savings, social contacts with people from other departments, further benefits if this is combined with incentive systems (such as car wash vouchers for the driver)

Implementation

1. Analysis
The employee survey may be used to find out about people’s interest for car-pooling systems; the outcomes of other analyses (such as Mobil Check) also provide information on the catchment area

2. Plan
Launch event, dedicated parking spaces (possibility of parking tickets), length of the experiment, goodies for those who join the initiative

3. Information
Employees are invited to participate in the experiment (information e-mail, posters, direct communication, Intranet, etc.)

4. Execution
Execution of the experiment, assessment of its success based on the availability of parking spaces

Burkhard Mangold, Mobility manager: By introducing non-binding test periods, people are motivated to change their mobility behaviours.

Zumtobel/AT
Installation of a departure monitor

A screen at the entrance of the company building shows the departure times of buses and trains in real time.

Benefits for employees
Department times of buses and trains are available in real time.

Benefits for the company
Service and awareness raising initiative on public transport for employees and guests.

Implementation

1. Analysis
Collection of information on nearby stops

2. Installation
Purchase and connection of the device, activation with real time timetables

3. Information
Employees are informed (for instance, through the Intranet)

4. Assessment
Assessment, for instance by counting the number of passengers

Daniel Oehry, Mobility manager:
We sent an e-mail to our employees to let them know about the installation of a departure monitor, which has raised quite a lot of interest. The real time timetable can also be accessed from a link on our Intranet.

Hilti AG/LI
### Optimization of connections to public transport

The existing requirements are highlighted: need for new stops, adaptation of working times, additional rides.

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#### Benefits for the company

Development of the public transport offer, service and awareness raising on public transport for employees and guests

#### Benefits for employees

Possibility to go to work using public transport, savings on car-related costs, reduced need for a second car

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Pascal Grosskopff, Mobility manager: Public transport providers should be clearly informed of the potential for new passengers. Many doors will open then.

Blum/AT

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#### Implementation

1. **Analysis**
   
   Analysis of the potential, for instance by looking at the employee addresses or launching an employee survey (use of tools like Mobil Check)

2. **Presentation**
   
   Detailed results are presented to public transport providers and possible measures are evaluated

3. **Identification**
   
   Identification of existing needs related to public transport, in cooperation with the local administration and the municipalities where commuters come from

4. **Information**
   
   Communication to employees
Organisation of a company transport system managed by employees

A company vehicle is assigned to a group of employees (such as a minivan), who drive it autonomously.

Benefits for the company
Reduction of private transport; less parking problems, less congestion costs and conflicts with residents or the local administration

Benefits for employees
Service for employees, cost savings thanks to the reduction of private transport, savings on a second car, which may no longer be needed

Roman Giesinger, Mobility manager: 38 minibuses are available to our employees for their daily commute. To ensure that everyone drives safely, we offer road safety courses to our drivers.

Meusburger/AT

Implementation

1. Analysis
   - Place of residence, workplace and working hours of the employees
   - Interest of employees

2. Check
   Available opportunities and needs for public transport are checked; possible alternatives, such as a company transport system, are looked into

3. Plan
   - Planning of needs
   - Development of an operational model
   - Collection of offers
   - Development of a project to promote the initiative and selection of drivers

4. Purchase
   Purchase of vehicles, training of drivers, promotion of the initiative
Creation of a cycling infrastructure
Covered parking facilities, showers and lockers for cyclists.

Benefits for the company
Promotion of cycling (a healthy activity that can reduce the use of private cars and parking problems), lower congestion costs and less conflicts with residents and the local administration

Benefits for employees
Acknowledgement and support for the employees who cycle to work, awareness raising among potential cyclists

Implementation

1. Analysis
Survey of existing bicycle parking facilities near the company and identification of needs

2. Plan
Identification of an adequate location (entrance area), selection of the desired parking facility (different models, canopy, etc.), calculation of required funding

3. Implementation
Installation of bicycle parking facilities

4. Information
Employees are informed of the start of construction works and of the first day of operation

Robert Hoschek, Mobility manager: When new company buildings are built, the construction of a bicycle infrastructure should already be included at design stage. Showers, changing rooms and a small bike workshop are necessary to allow employees to cycle to work.

Omicron/AT
Bicycles for multimodality

Availability of shared bicycles
The company provides bicycles to employees who need them to cycle to and from the train station or bus stop, where they can be parked. The bicycles can also be used during the lunch break. The system can be shared with other companies in the same area.

Benefits for employees
Customized solution for employees who need a connection to public transport; an effective system to cover the distance to the train station/bus stop

Benefits for the company
Promotion of cycling and multimodality, reduction of private transport and parking problems, lower congestion costs and less conflicts with residents and the local administration; health improvement of employees through a wider use of bicycles

Gerhard Berlinger, Mobility manager: All bicycle locks have the same number, so employees can always use an bike that is available.

Haberkorn/AT

Costs
Workload

Implementation

1. Analysis
Analysis of the potential, using an employee survey or Mobil Check 2.0; the positioning of the bike stalls is agreed with the municipality

2. Order
Quotations for bicycles are collected and the order is placed (possible synergies with nearby companies)

3. Coordination
The need for bike stalls is discussed with the operator of public transport stops

4. Information
Communication to employees
Better facilities for walking and cycling

The local administration is contacted to discuss how to improve the conditions for those who walk and cycle to and from work: 30 km/h speed limit in the area around the company, elimination of hazards, push-button traffic lights, shortcuts, road signs, etc.

Benefits for the company
Promotion and improvement of pedestrian traffic, in combination with public transport and the use of bicycles; reduction of private transport and parking problems, lower congestion costs and less conflicts with residents and the local administration; promotion of cycling and health improvement of employees

Benefits for employees
Better safety and well-being for pedestrians; shortcuts reduce the time needed to walk to and from work

Implementation

1. Analysis
Analysis of potential improvements with selected employees

2. Presentation
Presentation of the suggested improvements to the local administration

3. Plan
Joint planning of the improvements to be made on the company’s property and in the municipality

4. Implementation
Execution of the agreed improvements

Martin Netzer, Mobility manager: Our employees are the ones who know what the sticking points are. Their knowledge should always be the starting point to make improvements. Their involvement also means that they are more willing to accept any changes that are introduced.

Collini/AT
Installation of charging stations for electric cars

Charging stations for electric cars are installed for employees and visitors. They are made available free of charge, or at a reduced cost.

Benefits for the company
Improved attractiveness of sustainable mobility; less noise and pollution in the municipality

Benefits for employees
Service for employees

Implementation

1. Analysis
Identification of an adequate location for the charging stations

2. Plan
Planning the electrical connections with the external supplier of the charging stations; definition of the terms of use

3. Implementation
Installation of the charging stations

4. Information
Employees and guests are informed of the service

Thomas Büchel, member of the management team: The electricity for the charging stations comes from the photovoltaic panels installed on the roof of the building.

Büchel Holding
Installation of charging stations for e-bikes

Charging stations for e-bikes are installed for employees and visitors and made available free of charge.

Benefits for employees
Service for employees

Benefits for the company
Improved attractiveness of sustainable mobility; less noise and pollution in the municipality

Implementation

1. Analysis
Identification of an adequate location for the charging stations

2. Plan
Planning the electrical connections with the external supplier of the charging stations; definition of the terms of use

3. Implementation
Installation of the charging stations

4. Information
Employees and guests are informed of the service

Burkhard Mangold, Mobility manager: The charging stations should be built in a prominent location to get the attention of other employees too.
Zumtobel/AT
Information on mobility for employees

Provision of information

Employees are informed on public transport timetables, free trial tickets, bicycle maps, contact people, etc. Possible tools are, for instance, a mobility package, an Intranet page, Facebook or the notice board.

Benefits for the company
As mobility choices are a matter of habit, new employees should be informed on possible alternatives to driving, so as to establish new behaviours.

Benefits for employees
Easy to use information on mobility options and awareness raising

Costs
Workload

Implementation

1. Coordination
Coordination with the competent authority

2. Research
Collection of available materials in the municipality where the company is located and the municipalities where most employees come from

3. Distribution
The information is prepared and disseminated among employees

Daniel Oehry, Mobility manager:
Creative information at the cafeteria has proven very effective for us.

Hilti AG/LI
Individual mobility advice

Organisation of personal mobility advisory services
External partners (such as transport associations) or internal experts offer advice to the employees (suitable cycle routes, car-pooling systems, etc.).

Benefits for the company
Reduction of private transport; less parking problems, less congestion costs and conflicts with residents or the local administration; promotion of bicycle traffic, improvement of the health of employees

Benefits for employees
Employees change their mobility choices thanks to the personal advice they receive: detailed information on fees and routes, individual travel scheduling, cost savings vs. driving

Implementation
1. Fixing a date
A meeting is organised with internal and external experts (public transport operators, transport associations, etc.)

2. Information
Employees are informed on a consulting event or on a permanent advice service

3. Organisation
Detailed organisation of the event (place, small give-aways, etc.)

4. Execution
The event takes place and feedback from participants is collected

Sandra Lackner, Mobility manager: When people buy a car, they receive comprehensive advice on their purchase. This almost never happens with public transport. This service fills the gap effectively and efficiently.

VKW/AT
Mobility breakfast

 Rewards

All employees who cycle to work or choose another sustainable means of transport receive a free breakfast on a specific day (such as coffee and croissant).

Costs Workload

● ● ●

Benefits for the company
Consolidation of the culture of mobility in the company

Benefits for employees
Acknowledgement of employees who already commute sustainably

Implementation

1. Fixing a date
Finding a date for a meeting with, for instance, the management and the HR department

2. Invitation
Employees are invited for breakfast

3. Vorbereiten
Informationsmaterial, Frühstück organisieren, Begrüssung des Geschäftsführenden etc.

4. Durchführen
Durchführung und Bericht an alle Mitarbeitenden

Sandra Lackner, Mobility manager: The company’s initiatives for soft mobility gain visibility on the free breakfast days, which become an opportunity to exchange ideas and experiences.

VWK/AT
Free trial initiatives

Trial campaign to present folding bikes and/or e-bikes. The employees who are interested can test different bike models for a few days and possibly buy them at a discounted price.

Benefits for employees
Customized solution for employees who need a connection to public transport; an effective system to cover the distance from home to the nearest public transport station; a comfortable way to travel, including with fast trains and buses.

Benefits for the company
Promotion of cycling and multimodality, reduction of private transport and parking problems, lower congestion costs and less conflicts with residents and the local administration; health improvement of employees through a wider use of bicycles.

Implementation

1. Fixing a date
An internal meeting is organised, in agreement with the bike shop.

2. Invitation
An invitation to the trial event is sent to the employees.

3. Execution
Event and bike trial week.

4. Analysis
Analysis of the purchased folding bikes.

Daniel Oehry, Mobility manager:
Sending a targeted and personal invitation to employees who might find a folding bike useful motivated many to join the initiative. In the invitation, I also wrote the travel time with a folding bike to the nearest public transport station near the office, or to reach home.

Hilti AG/LI
## Motivation through a playful competition

### Josef Pfefferkorn, Mobility manager:
A cycling competition is an excellent way to motivate employees to shift to a healthier and more active type of mobility.

State hospital Hohenems/AT

Organising a cycling competition or participating in regional/national events, such as RADIUS in Austria, helps to promote cycling, improves the health of the employees, and consolidates their identification with the company.

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### Benefits for the company
- Reduction of private transport; less parking problems, less congestion costs and conflicts with residents or the local administration; promotion of cycling, improvement of the health of employees and stronger identification with the company

### Benefits for employees
- Prizes are an acknowledgement for employees, sense of community, health improvement and cost savings vs. driving

### Implementation

1. **Research**
   - Choice of the cycling competition (such as Radius, Bike to work, etc.)

2. **Contact**
   - The event organisers are contacted to receive further information

3. **Advertising**
   - The cycling competition is advertised among employees

4. **Combination**
   - A cycling competition can be effectively combined with other initiatives, such as the mobility breakfast, or a folding or e-bike campaign
**Offer of bicycle checks**

Free check and/or cleaning of the bicycle for employees who regularly cycle to work, joining, for instance, initiatives such as INTEGRA or involving bike shops.

**Benefits for the company**
- Reduction of private transport; less parking problems, less congestion costs and conflicts with residents or the local administration; promotion of cycling, improvement of the health of employees

**Benefits for employees**
- Service for commuters who regularly cycle, cycling becomes more attractive

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**Implementation**

1. **Fixing a date**
   Organisation of an internal meeting, in agreement with the bike shop

2. **Invitation**
   Employees are invited to the bicycle test

3. **Execution**
   The bicycle checks are carried out

4. **Information**
   An internal report is circulated

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**Carmen Zanghellini-Pfeiffer, EHS manager:** The free bicycle check initiative has been part of our company policy for the promotion of health for many years. With further actions related to bicycles, we support the use of a healthy and environmentally friendly means of transport among our employees.

Merck/Sigma-Aldrich/CH
Company bicycles

Financial support
As is the case with car companies, the company provides company bicycles (standard or electric bikes) for business or private use. The employees who decide to use this service pay a monthly fee. After four years, the employee can become the owner of the bicycle, paying a symbolic fee of one euro.

Benefits for the company
Promotion of cycling (a healthy activity that can reduce the use of private cars and parking problems), lower congestion costs and less conflicts with residents and the local administration

Benefits for employees
Acknowledgement and service for the employees who cycle to work, awareness raising among potential cyclists

Implementation

1. Practical aspects
   • Who is eligible for a company bicycle, and under what conditions?
   • Financial model
   • Finding the funds and possible subsidies
   • Drafting of the leasing contract

2. Research
   • Identification of a project partner (such as bike shops)
   • Communication to employees and identification of their needs

3. Purchase
   The company bicycles are purchased, and the contracts signed

4. Assessment
   Analysis of the utilisation rate

Robert Hasler, Mobility manager:
Thanks to the company bicycle initiative, 120 employees have been able to use top of the range e-bikes. This has also greatly improved their willingness to travel longer distances by bicycle.

Zumtobel/AT
Free trial initiatives

Trial campaigns to try different types of e-bikes. The employees who are interested can test different bike models and then, ideally, buy them at a discounted price.

Benefits for the company
Promotion of cycling, reduction of private transport and parking problems, lower congestion costs and less conflicts with residents and the local administration; health improvement of employees through a wider use of bicycles

Benefits for employees
E-bikes can be used to cover longer distances; health improvement; lower purchase prices

Implementation

1. Fixing a date
   Organisation of an internal meeting, in agreement with the bike shop

2. Invitation
   The invitation to the trial event is sent to the employees

3. Execution
   Event and bike trial week

4. Analysis
   Analysis of the purchased e-bikes

Ursula Finsterwald, Mobility manager: We organised an e-bike exhibition and gave our employees the chance to try them. The initiative has raised awareness and has motivated some of our employees to consider using an e-bike to commute to and from work.

LGT/LI